



ఆంధ్రప్రదేశ్ రాజపత్రము
THE ANDHRA PRADESH GAZETTE
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AMARAVATI, TUESDAY, SEPTEMBER 24, 2024

G.489

PART II - MISCELLANEOUS NOTIFICATIONS OF INTEREST TO THE PUBLIC

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NOTIFICATIONS BY HEADS OF DEPARTMENTS Etc.,

**DISTRICT EDUCATIONAL OFFICER,
KURNOOL.**

Proc. No.10623 / B3 / B2 / 2014.

Date: 09.05.2023.

Smt. G. ESTERAMMA, FORMER SGT, MPPS, (DPEP), S.KADLUR (V), ADONI (M) WHO WAS ABSCONDING TO HER DUTIES FROM 12.06.1995 TO 25.04.2016 i.e (20 YEARS 10 MONTHS 13 DAYS) AND PROVED ARTICLE OF CHARGES AGAINST HER - GROSS NEGLIGENCE TOWARDS HER LEGITIMATE DUTIES - CONTINUOUSLY UNAUTHORIZED ABSENT TO DUTIES FROM 12.06.1995 TO 25.04.2016 - DEEMED TO BE REMOVED FROM SERVICE FROM THE DATE OF RETIREMENT i.e 30.09.2021.

- Read: 1) APCS (Conduct) rules 1964.
2) AP Civil Service (CCA) Rules, 1991.
3) Govt.Cir.Memo.C-9101-4/8/FR/91, dt:25.12.1991.
4) Lr. Rc.No.113/95, dt: 26.07.1996 of the MPDO, Adoni addressed to the CEO, Knl
5) Representation of Smt G.Esteramma, SGT(former), MPPS, Huvvanur(V), Adoni(M) through the MEO, Adoni dt:23.08.2014.
6) This office Lr.Rc.No.10623/B3/2014, dt: 06.12.2014.
7) Lr.Rc.No.B3/3943/2014, dt: 19.12.2014 of the CEO, Zilla Parishad, Kurnool.
8) This office Lr.Rc.No.10623/B3/2014, dt:10.03.2015.
9) Procs.Rc.No.435/Estt.IV/2015, dt: 08.06.2015 of the Commissioner of School Education, A.P., Hyderabad.
10) This office Procs.Rc.No.10623/B3/2014, dt.25.04.2016.
11) Joining report of the Individual through the MEO, Adoni.
12) This office Procs.Rc.No.10623/B3/2014-1, dt.15.08.2016.
13) This office Lr.Rc.No.10623/B3/2014, dt.15.08.2016.
14) G.O.MS.No.127, 'Dt:15.09.2017 of the General Administration (Ser.C) Department, Govt. A.P.
15) Lr.dt:25.03.2018 of the MEO, Adoni along with defense statement of the individual, dt: 29.03.2018.

- 16) This office Show Cause Notice No. 10623/B3/2014, dt:10.07.2018.
- 17) Explanation dt:30.07.2018 of the Individual through the concerned MEO.
- 18) This office Lr.Rc.No: 10623/B3/2014, Dt:03.02.2019.
- 19) Procs Rc.No:435/Estt.FV/2015. Dt:15.04.2019 of the Commissioner of School Education, AP, Amaravathi.
- 20) Procs Rc.No:13026/27/2018-EST 3-CSE, Dt:16.06.2020 of the Commissioner of School Education, AP, Amaravathi.
- 21) Lr.Dt: 25.09.2021 of the Mandal Educational Officer, Adoni.
- 22) This Office Procs Rc.No: 10623/B3/B4/2014, Dt:28.09.2021.
- 23) Memo No.ESE02-14207/55/2022-E-VI, Dt:23.07.2022 of the Joint Director (Services), O/o Commissioner of School Education, A.P., Amaravathi.
- 24) Memo No:ESE02 -16021 /B1 /2022 -Pensjon -CSE, Dt: 01. 08.2022 of the Commissioner of School Education, AP, Amaravathi.
- 25) This Office Lr.Rc.No:10623/B3/B2/2014, Dt:01.09.2022 addressed to the Commissioner of School Education, AP, Amaravathi.

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ORDER:

1. Smt G.Esteramma, former SGT, MPPS, Huvvanur(V), Adoni(M), Kurnool District in the reference 5th read above, has submitted representation through the Mandal Educational Officer, Adoni to this office duly stating that, she appointed as Spl. Teacher through DSC and posted at Panchayati Samithi, Chinna pendekal, Pattikonda (Samithi) vide Procs.Rc.No.B4/5224/83, dt: 04.09.1985 of the DDO, Z.P., Kurnool and she has joined duties on 23.09.1985 and her service was regularized as SG Teacher vide Procs. Rc. No. B4 /2244/ 88, dt:23.07.1988 of the DDO, Z.P., Kurnool. During the year 1995, she working at MPPS, Huvvanur(V), Adoni(M) and she availed medical leave from 12.06.1995 to 14.12.1995 and submitted the same to the officers her leave proposals for permission, but said proposals was rejected by the officers. After expiry of leave she could not reported to duties nearly 20 years due to the incumbent stated that she has suffered with her husband harassment, family problems and male dominated stereotyped society and she undergo psychological stress and requested reposting as SG Teacher.
2. In the reference 8th read above, the representation of the individual along with detailed report was submitted to the Commissioner of School Education, AP., Hyderabad for issuing further orders in this regard.
3. In the reference 9th read above, the Commissioner of School Education, AP., Hyderabad has issued directions to this office as follows:
 - (a) issue joining permission, pending disciplinary action as per rules 20 of CCA Rules.
 - (b) Frame charges for unauthorized absence dereliction of duties, under 20 of CCA Rules, 1991.
 - (c) Appoint Enquiry Officer & Presiding Officer as per CCA Rules.
 - (d) Address the Police Authorities to know the antecedents of teacher during the period of unauthorized absence and also initiate disciplinary action.
4. According as per the directions of the Commissioner of School Education, AP., Hyderabad, this office in the reference 10th read above, has permitted Smt G.Esteramma, SGT(former), MPPS, Huvvanur(V), Adoni(M), Kurnool District to join duties vide Procs.Rc.No.10623/B3/2014, dt:25.04.2016 with subject to conditions and pending disciplinary action against her and posted at MPPS, (DPEP), S.Kadlur(V), Adoni(M) under CCA Rules 1991 and the individual joined duties on 26.04.2016.

5. In the reference 12th read above, this office has framed Article of Charges against the individual under Rule 20 of CCA Rules and called for the defense statement of the Individual and also addressed a letters to the Police Authorities with requested to furnish the antecedents of teacher in detailed during the period of unauthorized absence from 1995 to 2016. But reports are not received from the concerned.
6. In the reference 15th read above, Smt.G.Esteramma, former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) has submitted her defense statement through the Mandal Educational Officer concerned and stated that, she was absconded duties from 13.06.1995 to 25.04.2016 due to her family problems from her husband since she was under psychological stress due male dominated stereotyped society, she has sent a leave letter to the then MPDO, Adoni requesting medical leave from 12.06.1995 to 30.09.1995. But she could not come back to her duties after that due to domestic problems. And she has never neglected her school duties in the past service. She has neither intended to abscond from school duties nor neglected her legitimate school duties during her previous service and worked to the full satisfaction of her higher officials and she has followed the instructions of authority. She will discharge her school duties to the best satisfaction of children and she will not commit even a small mistake in the future service. And this is her first mistake she urged kindly to forgive her and she requested not to proceed further. She shall be ever obliged, if could help her dedicate her self to the children's education.
7. As seen the above defense statement of Smt.G.Esteramma, Former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M), the individual accepted the Article of Charges framed by this office and also agreed her absconding of duties from 12.06.1995 to 25.04.2016 due to harassment of her husband and family problems and stated to treat this as her first mistake and not to proceed further and urged to kindly forgive her mistake.
8. In the reference 16th read above, this office has issued Show Cause Notice to Smt G.Esteramma, Former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) who was absconded from service from 12.06.1995 to 25.04.2016 and called for explanation why disciplinary action i.e., major punishment should not be initiated against her under rule 9 of CCA Rules.1991 as the article of charges are proved against her and also negligence of duties.
9. In the reference 17th read above, Smt G.Esteramma, former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) has submitted her explanation to the Show Cause Notice and stated that, at the time of her pregnancy she suffered with her husband harassment, family problems and male dominated stereotyped society and she undergo psychological stress. In the situation she applied leave from 12.06.1995 to 14.12.1995 and after expiry of leave she could not reported to duties due to her condition and she has gone under custody of her husband. After that, as per her request, the higher authorities have issued reposting orders and she joined duties on 26.04.2016. In this situations, she was absconded from duties from 12.06.1995 to 25.04.2016 and at the time she could not intimated her condition to the department as her mistake and she have never neglected her school duties in the past service and she have neither intended to abscond from school duties nor neglected her legitimate school duties during her previous service and worked to the full satisfaction of her higher officials and she have followed the instructions of authority. Hence, she has requested to excuse the above lapse and to treat as first mistake.

10. As per defense statement dt: 29.03.2018 and explanation dt: 30.07.2018 of Smt G.Esteramma, former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M), she agreed her absconding of duties from 12.06.1995 to 25.04.2016 and the Article of Charges are proved against the individual.
11. In the reference 18th read above, this office has addressed a letter to the Commissioner of School Education, AP, Amaravathi to kindly issue for further orders on the lapse of the individual that, as per clause (ix) of Rule 9 of Andhra Pradesh Civil Services (CCA) Rules, 1991 and amendment in GO Ms.No.127 G.A.(Services.C), Dept., dt: 15.07.2017, whether, remove Smt G.Esteramma, former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) from the service under major punishment as she was absconding from duties from 12.06.1995 to 25.04.2016.
12. In the reference 19th read above, the Commissioner of School Education, AP, Amaravathi has instructed to furnish the information on the following:
 - a) whether the Police authorities have furnished the report as on date, if not received, obtain the same immediately.
 - b) the teacher is attending the duties regularly from the date of re-posting and also furnish the work done satisfactory report from the concerned authorities.
13. As per the instructions of the Commissioner of School Education, AP, Amaravathi this office has addressed remainders to the Police Authorities with request to furnish the antecedents of teacher in detailed during the period of unauthorized absence from 1995 to 2016 and instructed the Mandal Educational Officer, Adoni to submit detailed report whether the teacher is attending the duties regularly from the date of re-posting along with the work done satisfactory report. But, the reports are not received from the concerned till to date.
14. In the reference 21th read above, the Mandal Educational Officer, Adoni has submitted representation for issue of permission to retire from service in respect of Smt G. Esteramma, former SGT, MPPS (DPEP), S.Kadlur(V), Adoni(M) as she attains the age of superannuation of 60 years and accordingly this office in the reference 22nd cited has accorded permission to retire from service on 30.09.2021 and also this office has once again addressed remainders to the Police Authorities with request to furnish the antecedents of teacher in detailed during the period of unauthorized absence from 1995 to 2016 and instructed the Mandal Educational Officer, Adoni to submit detailed report whether the teacher is attending the duties regularly from the date of re-posting along with the work done satisfactory report. But, the reports are not received from the concerned till to date.
15. In the reference 23rd read above, the Joint Director (Services), O/o Commissioner of School Education, AP, Amaravathi has instructed to examine the issue and take necessary action on the request for the final encashment of leave in respect of Smt. G. Esteremma, Former SGT, MPPS (DPEP), S.Kadlur(V), Adoni(M), Kurnool Dist.
16. Accordingly in the reference 25th read above, this office has submitted detailed report along with the factual position on the request for the final encashment of leave in respect of Smt. G. Esteremma, Former SGT, MPPS (DPEP), S.Kadlur(V), Adoni(M), Kurnool Dist and requested to kindly issue further orders in the matter.

17. In the Procs Rc.No.13026/27/2018- EST3-CSE., dt : 16-06-2020, the Commissioner of School Education, A.P. Amaravathi has clearly stated that, Government vide G.O.Ms.No.127 GenaralAdmn.(Services C) Dept. dated: 15-09-2017 have issued amendment to APCS (CC&A) Rules, 1991, Rule 9 as - "After Clause (ix) of Rule 9 of said rules the following shall be incorporated; Provided that a Government Servant shall be deemed to have been removed from service, if he/she is absent from duty without authorization for a period of exceeding one year; or Remains absent from duty for a continuous period exceeding 5 years with or without leave. If they failed to report even after one year, take disciplinary action as per G.O.Ms.No.127 General Admn.(Service C) Dept, dated:15-09-2017 and requested the District Educational Officers to take strict action accordingly. That as per APCS Rules 1964 Sub Rule 3 (1) Every Government employee shall be devoted to his duty and shall maintain absolute integrity, discipline, impartiality and a sense of propriety. (2) No Government employee shall behave in a manner which is unbecoming of such employee or derogatory to the prestige of Government. (3) No Government employee shall act in a manner which will place his official position under any kind of embarrassment.
18. In view of the above Rule position, basing on the the defence statement of the individual, Smt. G. Esteramma, former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) has accepted the Article of charges framed against her that she was absconded duties from 12.06.1995 to 25.04.2016 (Un Authorized Absent) due to her family problems from her husband since she was under psychological stress due male dominated sterebtyped society and a Show Cause Notice was issued to Smt G. Esteramma, former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) to submit her explanation as to why disciplinary action i.e Major punishment should not be initiated against her under Rule 9 of CCA Rules 1991 as the Article of Charges are proved against her for absconding of duties from 12.06.1995 to 25.04.2016 due to family problems and also negligence of duties and called for her written explanation to submit within 07 days from the date of receipt of the Show Cause Notice.
19. In response to the said Show Cause Notice, Smt G.Esteramma, SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) has submitted her explanation and stated that, at the time of her pregnancy she suffered with her husband harassment, family problems and male dominated stereotyped society and she undergo psychological stress. In the situation she applied leave from 12.06.1995 to 14.12.1995 and after expiry of leave she could not reported to duties due to her condition and she has gone under custody of her husband. Thus, Smt G.Esteramma, SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) (Unauthorized absentee), by her above mentioned act had exhibited lack of integrity, devotion to duty, conduct unbecoming of a Government Servant and thereby contravened rule 3 (1), (2) of APCS (Conduct) Rules 1964.

20. That due to her continues willful unauthorized absence to her duties from 12.06.1995 to 25.04.2016 without seeking the permission of the Department and Smt G.Esteramma, SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) caused irreparable and unpardonable academic loss to the largest number of Poor students the years together and thereby clearly violated the section 24 & 29 of Right to Education Act -2009 which reads as Section 24 : (1) A teacher appointed under sub-section (1) of section 23 shall perform the following duties, namely: (a) maintain regularity and punctuality in attending school; (b) conduct and complete the curriculum in accordance with the provisions of sub-section (2) of section 29; (c) complete entire curriculum within the specified time; (d) assess the learning quality of each child and accordingly supplement additional instructions, if any, as required; (e) hold regular meetings with parents and guardians and apprise them about the regularity in attendance, ability to learn, progress made in learning and any other relevant information about the child; and (f) perform such other duties as may be prescribed. Section 29: (1).The curriculum and the evaluation procedure for elementary education shall be laid down by an academic authority to be specified by the appropriate Government, by notification. (2) The academic authority, while laying down the curriculum and the evaluation procedure under sub-section (1), shall take into consideration namely: (a) Conformity with the values enshrined in the Constitution; (b) All round development of the child; (c) Building up child's knowledge, potentiality and talent; (d) Development of physical and mental abilities to the fullest extent; (e) Learning through activities, discovery and exploration in a child-friendly and child-centered manner; (f) Medium of instructions shall, as far as practicable, be in child's mother tongue; (g) Making the child free of fear, trauma and anxiety and helping the child to express views freely; (h) Comprehensive and continuous evaluation of child's understanding of knowledge and his or her ability to apply the same. Thus, Smt G.Esteramma, SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) (Unauthorized absentee), by her above mentioned act had exhibited and continued lack of integrity, devotion to duty, conduct unbecoming of a Government Servant and devoting grossly all the said stipulations in the RTE Act Sections 24 & 29 and thereby contravened rule 3 (1), (2) of APCS (Conduct) Rules 1964.
21. That her conduct exhibited lack of integrity, devotion to duty, conduct unbecoming of a Government Servant and thereby contravened Rule 3 (1), (2) of APCS (Conduct) Rules 1964.
22. In the circumstances and grounds stated above, it is evident that Smt G.Esteramma, SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) is Continuously Unauthorized absent to duties from 12.06.1995 to 25.04.2016 i.e (20 Years 10 months 13 days) and absent from duties willfully for a period of 20 Years 10 months 13 days exceeding more than 20 years. Accordingly, as per Rule 18(4) of F.R read with 9(ix) of APCS(CCA) Rules,1991; which says "Every Government employee shall be devoted to his duty and shall maintain absolute integrity, discipline, impartiality and a sense of

(conduct) Rules 1964 which says that "No Govt. employee shall behave in a manner which is unbecoming of such employee or derogatory to the prestige of Govt." The act and conduct of Smt G.Esteramma, SGT attracts disciplinary action as per AP Civil Services (CCA) Rules, 1991 as amended vide G.O.Ms.No.127 General Admn (Service C) Dept, dated: 15-09-2017. That after careful examination of the entire issue, the written explanations submitted by the said individual to the Show Cause Notices issued to her, it is found that, the explanations submitted by her are not convincing and this itself shows that, she is not at all a responsible Public Servant Governed under AP Civil Services (Conduct), Rules 1964.

23. Instructions are being received continuously from the O/o Commissioner of School Education, AP, Amaravathi and the O/o Regional Joint Director of School Education, Kadapa insisting to finalize the pending disciplinary case against Smt G.Esteramma, former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) and submit compliance as it is a very long back case and is pending from lot of years.
24. Therefore for the grounds and circumstances disclosed above the District Educational officer, Kurnool District being the appointing authority have decided that Smt G.Esteramma, former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) is thereby clearly violated and conduct unbecoming of a Government Servant and deviating the RTE Act Sections 29 the section of Right to Education Act -2009 and thereby contravened rule 3 (1), (2) of APCS (Conduct) Rules 1964 is deemed to have been removed from service from the date of her retirement i.e 30.9.2021 in accordance with the orders issued G.O.MS.No.127, General Admin(Services.C) Department, Dated: 15.09.2017 read above.
25. Now therefore the District Educational O-ficer, Kurnool after careful examination of the entire matter here by impose the penalty of Removal of Service to Smt G.Esteramma, former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M) for her Continuously Unauthorized absent to duties from 12.06.1995 to 25.04.2016 i.e (20 Years 10 months 13 days) and absent from duties willfully exceeding more than 20 years under Rule 9(ix) as amendment in the said Government order and accordingly, hereby impose the penalty of deemed to be removed from service from the date of her retirement i.e 30.09.2021 for her absent from duty without authorization for a period exceeding 20 Years. This penalty is imposed under Rule 9 (ix) of APCS (CC&A) Rule 1991 as amendment in G.O.MS.No.127, Dated: 15.09.2017 of the General Administration (Ser.C) Department, Govt.AP read with Rule .18. Note (4) of FR duly treating the unauthorized period from 12.06.1995 to 25.04.2016 as "Dies-non".

Receipt of these proceedings should be acknowledged.

Dr. V. RANGA REDDY,
District Educational Officer,
Kurnool.

To
Smt G.Esteramma, former SGT, MPPS, (DPEP), S.Kadlur(V), Adoni(M).

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